

**Title: Seasonal eligibility – Determining eligibility for seasonal employees' first season of employment**

Contact:	PEBB Rules Manager	Effective: Issued:	
Reference:		Supersedes:	
Forms Used:		Approved by:	

**Purpose:**

To clarify a seasonal employee's eligibility for benefits in the first season of employment.

**Policy:**

1. Employers must provide benefits upon hire for the employee's first season when:
  - The employee is expected to work an average of at least 80 hours per month and work for at least eight hours in each month of a season that lasts three months or more ([WAC 182-12-114\(2\)\(a\)](#)). A season is any recurring cyclical period of work at a specific time of year that lasts at least three months; AND
  - The employee would be considered for similar work in future seasons, assuming he or she is in a position typically filled each season and for which funding typically exists.
2. Any employee who is not eligible for benefits during the first season under #1 above who returns for a second season must be provided benefits upon hire at the beginning of the second season when:
  - The employee is expected to work an average of at least 80 hours per month and work for at least eight hours in each month of a season that lasts three months or more ([WAC 182-12-114\(2\)\(a\)](#)).
3. Employers must provide benefits upon hire for the employee's first season, whether or not the employee is considered a seasonal employee, when:
  - The employee is expected to work an average of at least 80 hours per month and works for at least eight hours in each month for more than six consecutive months ([WAC 182-12-114\(1\)](#)).